

# **CP-18**

## **State of the Career Program**

Robert E Slockbower  
Functional Chief Representative



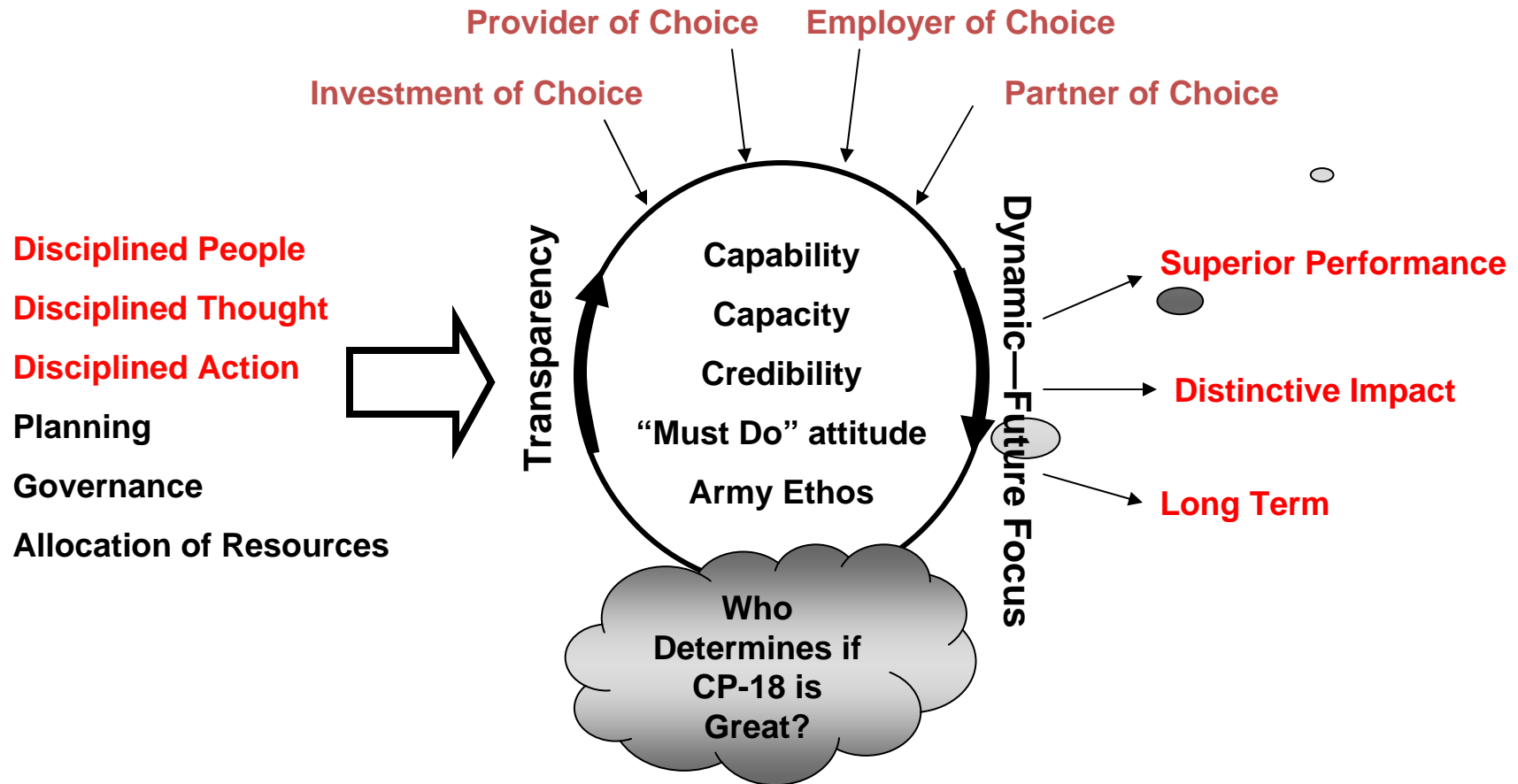
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**15-17 JULY 2008**

**TRAINING WORKSHOP**

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# ***What is GREAT ?***

- **Deliver today on a standard that far exceeds expectations**
- **Unrelenting and continuous improvement**



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# CP-18 Mission

***Recruit, develop and retain a relevant, ready, diverse, and technically proficient workforce to meet the needs of the Army and the Nation.***



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# CP-18 Goals

- **Recruit the best talent to serve as technical experts and leaders of the future.**
- **Develop a diverse world-class workforce with a reputation for technical and leadership excellence.**
- **Create an exciting and challenging career experience that enables lifetime learning and rewards technical and leadership excellence. Retain the best as the employer of choice.**



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# Expectations

- **Build an Engaged, Passionate, and Knowledgeable Career Program Team**
- **Confront the Brutal Facts, but Never Lose Faith**
- **Build a Culture of Discipline**
- **Develop Future Focused Continuous Career Program Improvement Strategy Linked Mission & Goals with Metrics Measures**
- **Leverage Change Accelerators – Doctrine, Resources, Technology, etc.**
- **Learn & Communicate !!!**



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## Goal 1 & Initiatives

- **Recruit the best talent to serve as technical experts and leaders of the future.**
  - **Expand National & Regional Recruitment Opportunities**
    - **Recruit the Top Students from ABET STEM Schools (local and DA Interns)**
    - **Recruit a diverse workforce**
    - **Recruit an experienced workforce from the public and private sectors**
  - **Support National & Regional efforts to Encourage STEM Enrollment in Middle and High Schools**
  - **Develop Activity Career Program Manager (ACPM) Handbook (Recruitment)**
  - **Develop ACPM Training Program (Recruitment)**
  - **Develop Communications Plan (Recruitment)**



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## Goal 2 & Initiatives

- **Develop a diverse world-class workforce with a reputation for technical and leadership excellence.**
  - **Expand Competitive Development Opportunities**
    - **Leadership Development Program**
    - **Training with Industry**
    - **Army Fellows Program**
  - **Update Master Intern Training Plan & ACTEDS Plan (Workforce Development) and Synchronize with Associated CoP Management Plans**
  - **Develop Activity Career Program Manager (ACPM) Handbook (Workforce Development)**
  - **Develop ACPM Training Program (Workforce Development)**
  - **Develop Communications Plan (Workforce Development)**



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## **Goal 3 and Initiatives**

- **Create an exciting and challenging career experience that enables lifetime learning and rewards technical and leadership excellence. Retain the best as the employer of choice.**
  - **Develop Career Program Goals, Objectives, Value Proposals & Metrics**
  - **Establish Career Program Proponency Office**
    - **Secure and Effectively Manage CP Resources**
    - **Support Lifetime Learning and Technical Competency Initiatives**



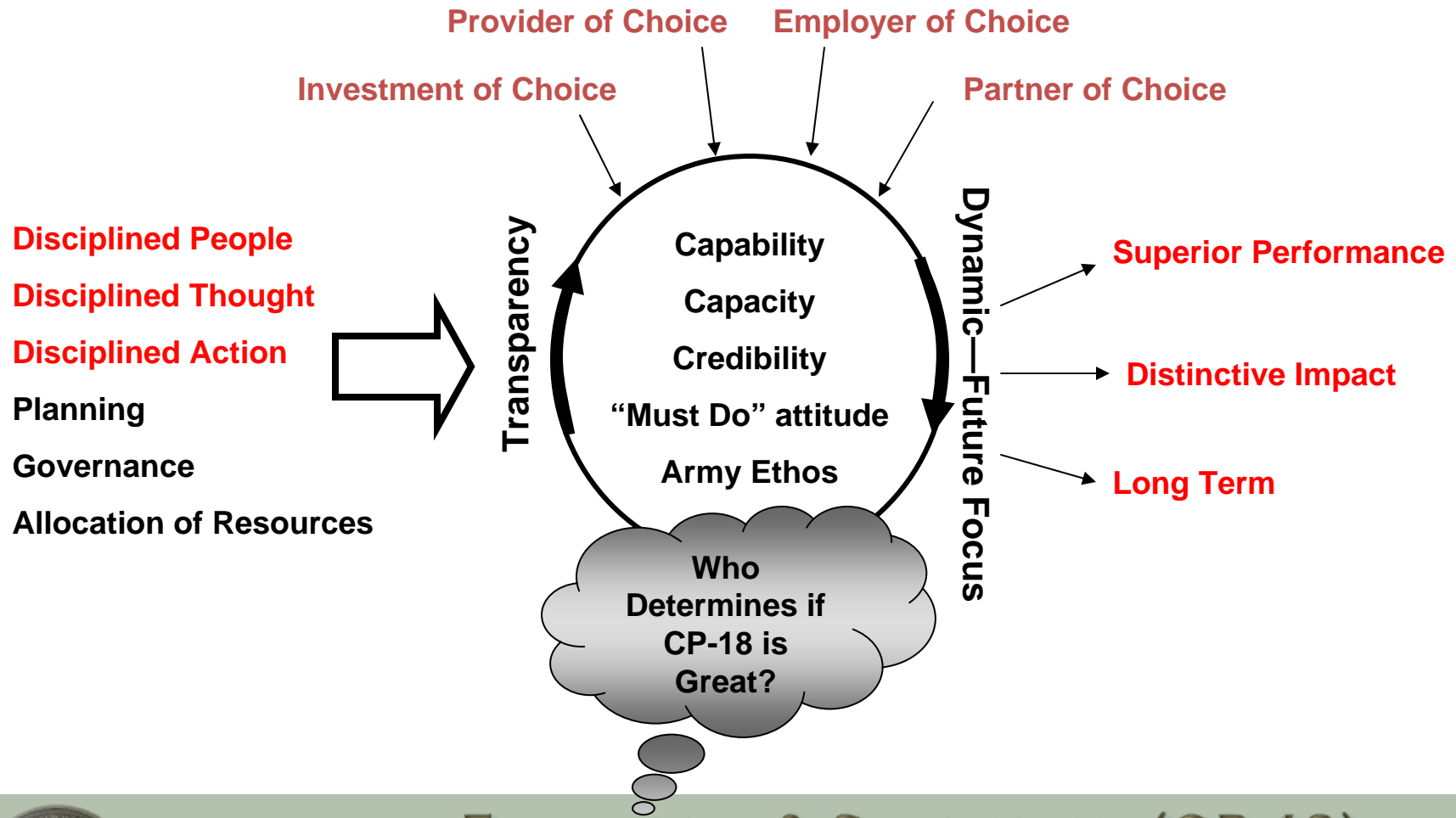
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